

Arizona Ready-for-Rigor Project

Data Dashboard Development for a Statewide Teacher Incentive Fund (TIF) Grant

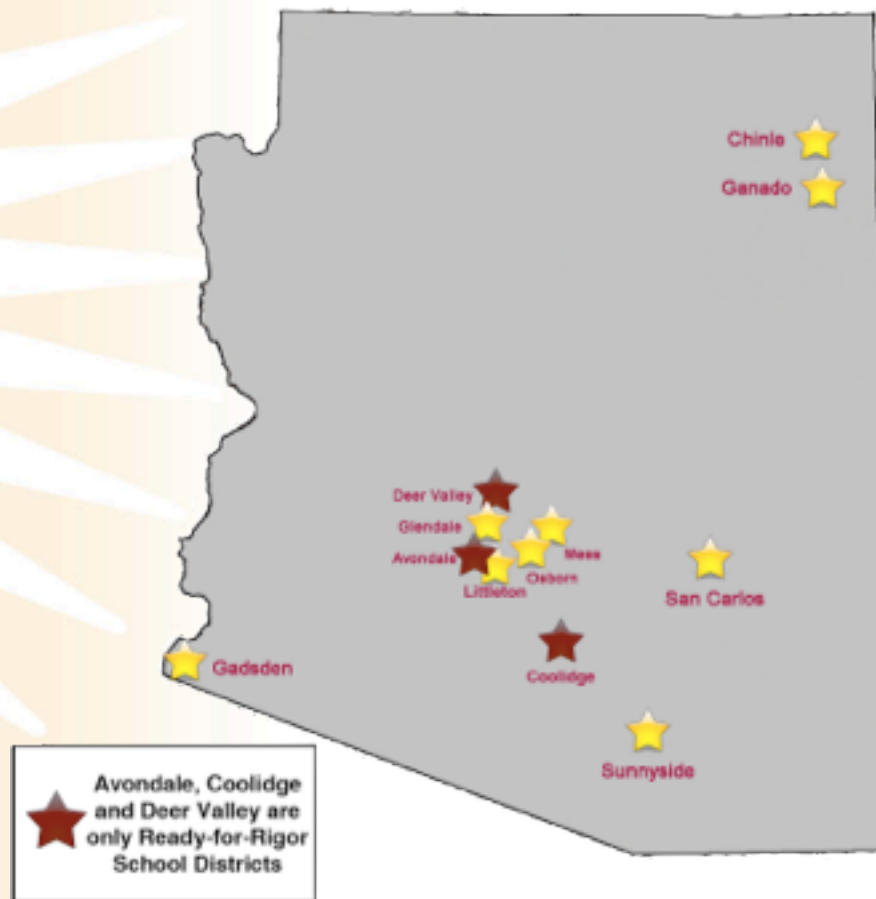
**25th Annual STATS-DC 2012 Data Conference
Concurrent Session V-B Presentation
9:45-10:45 AM, Chinese Room**

**Ann Nielsen | Barnaby Wasson
Sarah Polasky | Virginia McElyea**



Teacher Incentive Fund (TIF) Grant Arizona Ready-for-Rigor Project

Arizona Ready-for-Rigor / TIF and
NEXT / TQP Partnering School Districts



- **\$43.8 mil / 5 years**
 - USDOE Award #S385A100163
- **Over 50 schools**
 - Urban
 - Rural
 - Reservation

Arizona Ready-for-Rigor Project

Key Objectives

- **TAP System for Teacher and Student Advancement :**
 - student achievement
 - teacher and principal performance
 - school functioning
- **Prepare, recruit, and retain highly effective teachers and principals through a Performance Based Compensation System (PBCS)**
- **Provide actionable data to support decisionmaking by stakeholders**

Comprehensive School Reform

Key Partners

Arizona
Department
of
Education

Partner
District &
Charter
Schools

National
Institute for
Excellence
in Teaching

Arizona
State
University

Guiding Questions

Answering key stakeholder questions

Provide actionable information to ensure fidelity to project objectives.

- Classroom Teachers
- Mentor Teachers
- Master Teachers
- School Administrators
- District Administrators
- Arizona Ready-for-Rigor Project Team

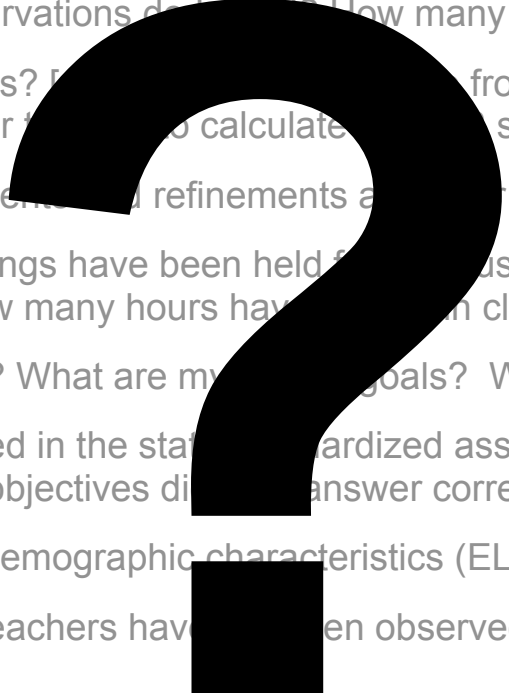
Guiding Questions

Answering key stakeholder questions

- How many teacher observations do I need? How many have I had? When did they occur?
- Who did my observations? [each teacher needs one from an administrator, a master teacher, and a mentor teacher to calculate an SKR score used in payout]
- What are the reinforcements and refinements areas for each of my observations?
- How many cluster meetings have been held for my cluster? How many cluster meetings have I attended? How many hours have I spent in cluster meetings?
- What is the school plan? What are my cluster goals? What is my Individual Growth Plan?
- Which students exceeded in the state standardized assessment for math and/or reading? Which performance objectives did they answer correctly?
- What are my students' demographic characteristics (ELL, Special Ed, Ethnicity, gender)?
- Which of my assigned teachers have not been observed? How much time do I have left to observe them?
- Can I access information about the teachers assigned to me and their classrooms?
- Can I view aggregated and individual level teacher reports?
- Can I view aggregated and individual level building administrator reports?
- What are my teachers' needs based on student performance objectives?
- What are my building administrators' needs based on teacher reports?

Guiding Questions

Answering key stakeholder questions

- 
- How many teacher observations do I have? How many have I had? When did they occur?
 - Who did my observations? [from an administrator, a master teacher, and a mentor to calculate a score used in payout]
 - What are the reinforcement and refinements about each of my observations?
 - How many cluster meetings have been held for my cluster? How many cluster meetings have I attended? How many hours have I spent in cluster meetings?
 - What is the school plan? What are my goals? What is my Individual Growth Plan?
 - Which students exceeded in the state standardized assessment for math and/or reading? Which performance objectives did I answer correctly?
 - What are my students' demographic characteristics (ELL, Special Ed, Ethnicity, gender)?
 - Which of my assigned teachers have been observed? How much time do I have left to observe them?
 - Can I access information about the teachers assigned to me and their classrooms?
 - Can I view a teacher's and my own evaluation reports?
 - Can I view a teacher's and my own evaluation reports?
 - What are my teachers' needs based on student performance objectives?
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Data Need - Details

Arizona
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of Education

Student State Achievement Scores

- Arizona Instrument to Measure Standards (State Achievement Test)
- Stanford-10 tests (State Achievement Test)

Student Demographics

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Data Need - Details

National
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Excellence
in Teaching

Teacher Observations

- Instructional Rubric
 - 19 Indicators
 - Roles & Responsibility
- 4-6 Observations per year
 - Conducted by multiple, trained observers
 - Announced & Unannounced

Teacher Evaluations

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Data Need - Details

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Teacher Rosters

- Professional Role
- FTE
- Hard to Fill (HTF)
- Leave
- Mentor/Master Teacher Link

Student Performance Rosters

- Group A & group B teacher linkage
- Full Academic Year (FAY) Status

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Data Need - Details

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University

Student Growth Percentiles (SGP)

- Student Growth Percentiles statistical package results
- AZ Growth Model = CO Growth Model

Guiding Principles

Essential Data Components

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Student State Achievement Scores

Student Demographics

National
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in Teaching

Teacher Observations

Teacher Evaluations

Partner
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Schools

Teacher Rosters

Student Performance Rosters

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Student Growth Percentiles (SGP)

Comprehensive Data System

Building a Solution

[Image: Iceberg]

Imagine if you will, a large iceberg. The visible part of the iceberg only accounts for 10%, the other 90% is underwater and is the foundation of the visible portion.

We are building an iceberg.

Comprehensive Data Systems

Data Management & Visualization Systems

- Establish a Longitudinal Data System and a Data Dashboard for the scope of the project
- Ensure secure data stewardship
- Gather, store, process, verify, validate and securely share project data and results
- Support a Performance Based Compensation System (PBCS)
- Maintain fidelity to TAP within partner sites

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Student - Teacher Link Data Linchpin

*Student Achievement
Data*

Partner
District &
Charter
Schools

*Student-Teacher &
Teacher Rosters*

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TAP Teacher Data

Student - Teacher Link Data Linchpin

*Student Achievement
Data*

PublicSAIS

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PublicSAIS

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*Student-Teacher &
Teacher Rosters*

*PublicSAIS
ESID*

Arizona
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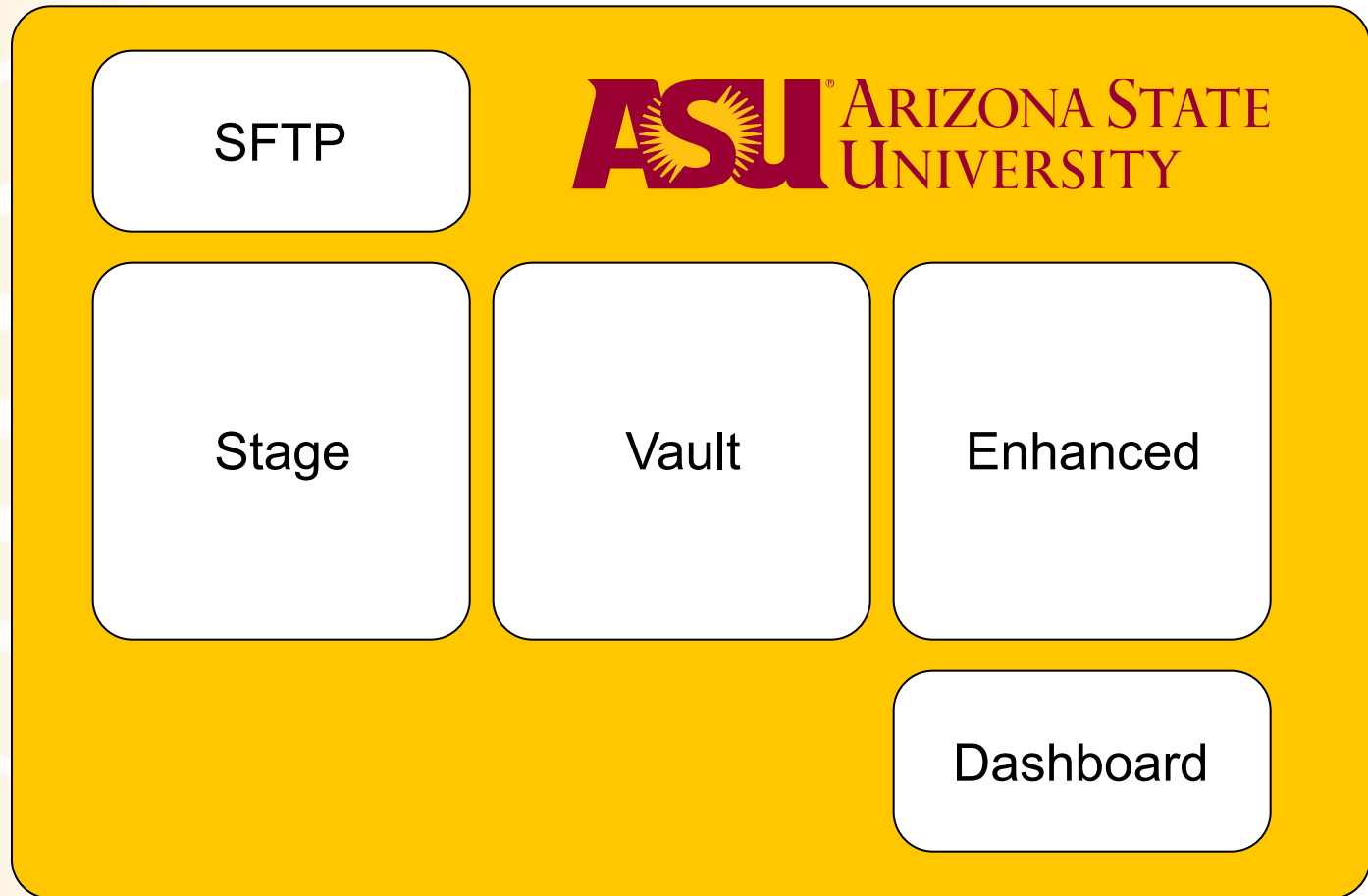
TAP Teacher Data

ESID

*Student: Public SAIS ID (PublicSAIS)
Teacher: EducationalStakeholderID (ESID)*

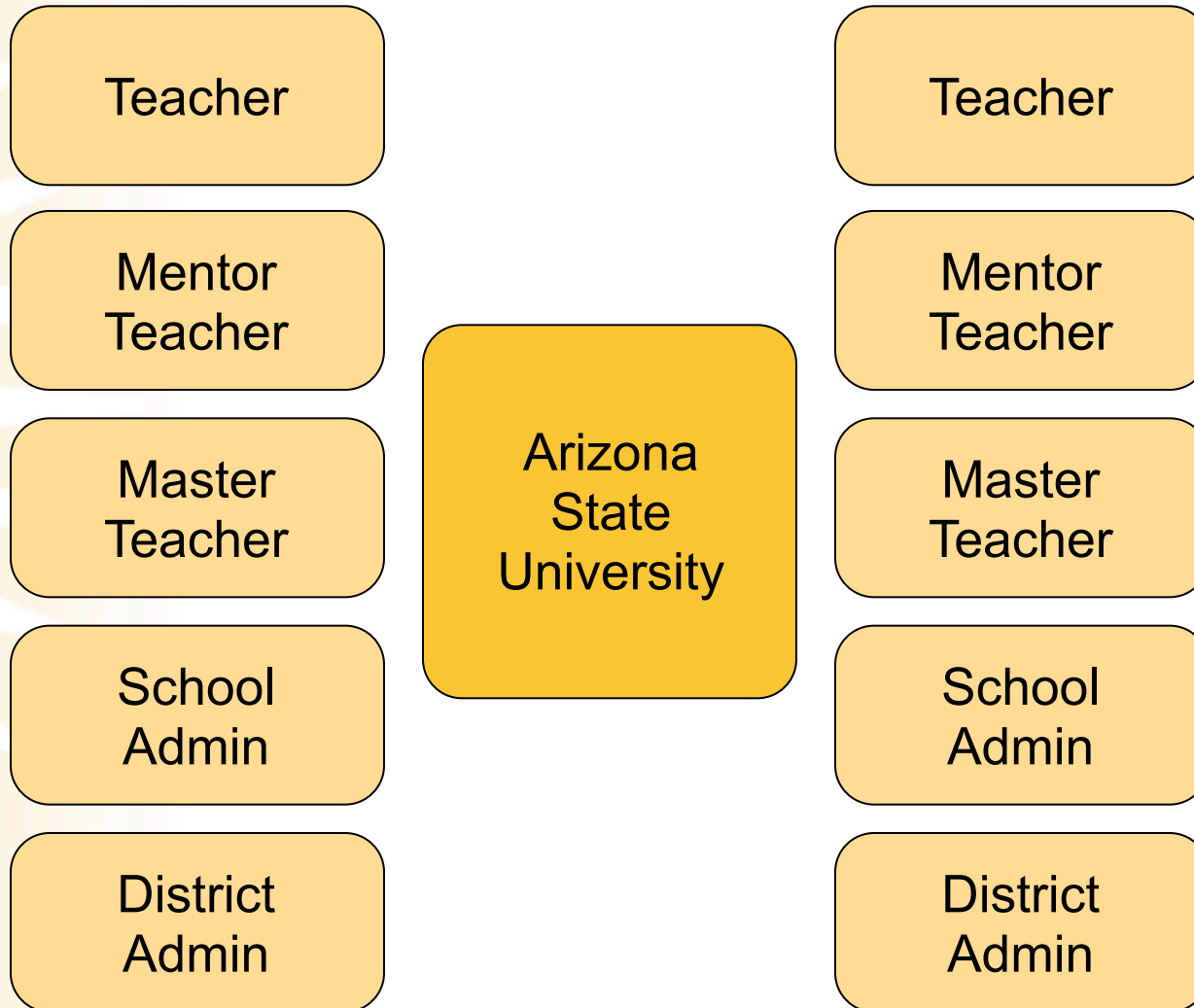


Data Warehouse & Dashboard Longitudinal Data System



Data Quality

Verification and Validation



Dashboard Development Overview

Addressing Initial Essential Questions

- **Cluster Meetings and Follow-ups**
- **Leadership Meetings**
- **Individual Growth Plans**
- **Observation Details**
- **Student Rosters**
- **Student Demographic**
- **Student Growth Charts**
- **Tiered Access**
- **Aggregated Results**

Dashboard

Tip of the Iceberg

[Image: Iceberg...just the visible part]

The data dashboard is the visible part of our data management and data visualization system. We have been working on building the critical infrastructure needed to establish and support the dashboard.

Recall - 10% visible, 90% foundation

Dashboard - Where to Start

Essential Questions

- How many teacher observations do I need? How many have I had? When did they occur?
- Who did my observations? [each teacher needs one from an administrator, a master teacher, and a mentor teacher to calculate an SKR score used in payout]
- What are the reinforcements and refinements areas for each of my observations?
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Dashboard Prototypes

Teacher Name (Lastname) 4. 13

OBSERVATION DETAILS INFO (Career Tchr Sum)

Next observation due by: Date
Last observation: Date

Observations Completed: ☒ 1 ☐ 2 ☐ 3 ☐ 4

Self-Reflections comp: ☒ 1 ☐ 2 ☐ 3 ☐ 4

Subject Areas Obs'd: Math - - -

Reinforcement Areas: PIC - - -

Refinement Areas: TKS - - -

Observer Types: Admin ☒ Master ☒ Mentor

Responsibility Survey(s) comp: ☒ 1 ☒ 2 ☒ 3 ☒ 4

GOALS + PLANNING ☒ Go to 1.G.P. (teacher hand)

Cluster Meeting Attendance: Attended/Possible (%)

hours in cluster: 44 PD certificate avail: ☒ Link page

Cluster Eval:

School Plan:

Notifications:

- No observation in past 9 wks
- Fewer than 50% obs complete
- Observer Types Incomplete (Dead line driven)

Please Do Not Erase

Master/Master role

☒ Admin ☒ Master

Obs Detail

Obs	Date	Obs	Obs
1			
2			

1.G.P. page

Code detail Report

PD Link Assessment

Code detail Report

Poster of assigned teachers

Teacher	Obs	Self-Reflection	Order
Name 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grade level	Aggregated Summary		

Printing / TAP Director? **Download PDF cont.**

Page for 406

NOTE: Fictitious Data

Dashboard

Early Mock-ups

Career Teacher Name

4

! 3

Log Off

Observation Details [home]

Next Observation due by: **Date**

Last Observation: **Date**

! Observations Completed:

! Self-Reflections Completed:

Subject Area Observed:

Reinforcement Area:

Refinement Area:

! Observer Type:

Responsibility Survey Completed:

1	2	3	4
1	2	3	4
Math	-	-	-
PIC	-	-	-
TKS	-	-	-
Admin	Master	Mentor	
Yes	No		

Go to Observation Details

Notifications (or Alerts)*:

- No observations in past 9 weeks
- Fewer than 50% observations completed
- Observations types insufficient
- Deadline driven

* Alerts would also pop-up when logging into dashboard

Goals & Planning

Go to I.G.P.

Cluster Meeting Attendance: **Attended/Possible (%)**

Hrs in Cluster: PD Certificate Available: [Click Here](#)

Cluster Goals:

School Plan:

NOTE: Fictitious Data

Dashboard Mock-up

[ASU Home](#) | [My ASU](#) | [Colleges & Schools](#) | [A-Z Index](#) | [Directory](#) | [Map](#) | [Sashi](#) | [SIGN OUT](#)

Welcome Sashi

Home

Observation Details

Goals & Planning

Individual Growth Plan

Student Information

Roster Summary

Student Details

Student Growth

Quicklinks

Arizona Department of Education

IDEAL

CODE

Last Observation : 08/29/2012

Next Observation due by : 09/01/2012

Observation Details - Sashi

	Obs 1	Obs 2	Obs 3	Obs 4	Obs 5	Obs 6
Observations Completed	●	●	●	●		
Self Reflections Completed	●	●	●	●		
Subject Area Observed	Maths	Maths	Reading	Reading	-	-
Reinforcement Area	PIC	BNV	PIC	TP	-	-
Refinement Area	TKS	ACT	TKS	TKS	-	-
Observer Type	Master	Master	Mentor	Mentor	-	-
Responsibility Completed	Yes	Yes	Yes	No	-	-

View Legend :

● Completed

● Pending

End Year

SKR Final Score : 360

Prior Year : 280

Response Survey : Completed

My Alerts

1) Fewer than 90% observations completed

2) No Observations in Past 9 Weeks

3) Observation types insufficient

4) Deadline driven

My Profile

Name: Sashi Gangaraju

Role: Career Teacher

Classes: [Reading](#) [Mathematics](#)

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NOTE: Fictitious Data



Dashboard Current Results

ASU Mary Lou Fisher Teachers College

Arizona Ready-for-Rigor Dashboard

Welcome Demo!

Observations

Goals & Planning

Individual Growth Plan

Roster Validation

Quicklinks

Online Resource Center

Az Department of Education

TAP Portal

Observations - Demo1 CareerTeacher1

	Obs1	Obs 2	Obs 3	Obs 4
Observations	Sep 22, 2011	Nov 08, 2011	Feb 15, 2012	May 04, 2012
Observer Type	Master Teachers	Mentor Teachers	School Administrators	School Administrators
Subject Area Observed	Math	Math	Math	Special Education
Refinement Area	LS	ACT	PS	LS
Reinforcement Area	GU	GRP	FEED	ACT
Announced	Yes	Yes	No	No
Observation Details	Click Here	Click Here	Click Here	Click Here

Icon Legend: ● - Completed ● - Pending

My Profile

Name	Demo1 CareerTeacher1
Role	Career Teachers
School	Demo1 School
ESD	99999999999999999999
CODE ID	99999
Email	career1@tded1
Cluster(s)	"Math Demo1"
District	Demo1 District
Hard To Fill	No

Data Source

	Date Refreshed
CODE	Jun 18, 2012 12:00 AM
Teacher Roster	Jun 25, 2012 02:27 PM
Teacher-Student Roster	Jun 25, 2012 03:45 PM

Please click the button below to send feedback

[Feedback](#)

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NOTE: Fictitious Data



Dashboard Current Results

The screenshot displays the Arizona Ready-for-Rigor Dashboard. The main content area features a table titled "Observations - Demo1 CareerTeacher1" with columns for "Obs1", "Obs 2", "Obs 3", and "Obs 4". The table lists various observation details such as "Observer Type", "Subject Area Obs", "Refinement Area", and "Reinforcement Area". A large "DEMO" watermark is overlaid on the table. The dashboard also includes a sidebar with navigation links like "Welcome Demo1", "Observations", "Goals & Planning", and "Quicklinks". A "My Profile" section on the right shows user information. The footer contains copyright and trademark information.

	Obs1	Obs 2	Obs 3	Obs 4
Observations	Nov 01			
Observer Type	Master Teacher	Mentor Teacher	School Administrator	
Subject Area Obs	Math	Math	Math	
Refinement Area	LS	AC		
Reinforcement Area	GU	GP	FEED	
Announced	No	Yes	No	
Observation Details	Click	Click	Click	Click

Icon Legend: ● - Completed ● - Pending

NOTE: Fictitious Data

[Wikipedia](#)
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[Google](#)
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[Dashboard - 2011](#)
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ASU

Mary Lou Fisher Teachers College

Arizona Ready-for-Rigor Dashboard

Welcome Demo!

Observations

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AJ Department of Education

SAP Portal

Observations - Demo1 CareerTeacher1

	Obs1	Obs 2	Obs 3	Obs 4
Observations	Sep 22, 2011	Nov 08, 2011	Feb 10, 2012	May 04, 2012
Observer Type	Master Teachers	Mentor Teachers	School Administrators	School Administrators
Subject Area Observed	Math	Math	Math	Special Education
Refinement Area	LS	ACT	PS	LS
Reinforcement Area	GU	GRP	FEED	ACT
Announced	Yes	Yes	No	No
Observation Details	Click Here	Click Here	Click Here	Click Here

Icon Legend :

- Completed

- Pending

My Profile

Name	Demo1 CareerTeacher1
Role	Career Teachers
School	Demo1 School
ESID	99999999999999999999
CODE ID	99999
Email	career1@demo1
Cluster(S)	"Math-Demo1"
District	Demo1 District
Hard To Fill	No

Data Source

Date Refreshed

CODE	Jun 18, 2012 12:00 AM
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Please click the button below to send feedback

Feedback



Arizona Ready-for-Rigor Project

Ongoing Objectives

- **TAP System for Teacher and Student Advancement :**
 - student achievement
 - teacher and principal performance
 - school functioning
- **Prepare, recruit, and retain highly effective teachers and principals through a Performance Based Compensation System (PBCS)**
- **Provide actionable data to support decision making by stakeholders**

Thank you | Questions

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Value Added Specialist

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